



Division of
Mental Health
and Addictions.

"People helping
people help
themselves."

THE SPECTRUM

LOGANSPOUR STATE HOSPITAL

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LSH NOVEMBER EOM DARRIN MONROE



EMPLOYEE OF THE MONTH

Information Specialist (L) receives EOM certificate and pin from Quality Management Director, Gayle Edgerly (R)

November EOM

I am nominating Darrin Monroe for Employee of the month (EOM) because he came in early, came in the middle of the night, and stayed late to do what he could in September to make sure Employees got rewarded with an employee meal and that they were recognized for their years of service.

Darrin organized and did the research for the Employee Picnic. He worked with dietary closely to make the picnic happen, as well as

the purchasing of the food.

He also made sure all employees were recognized with pins and plaques. He made a schedule to make sure all employees were recognized personally.

Darrin has been going above and beyond for years and is dedicated in supporting the staff here at LSH any way he can.

*Diana Anderson,
Driver*

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...continued from Cover

Brian Newell writes... Absolutely—YES! Darrin shows consistent concern in doing what is best for our employees, looking to make each day brighter.

Mason Sowards says...Darrin is more than deserving of this or any award. He goes above and beyond for everyone.

Deb Yerk writes... My vote is yes. Darrin is always thinking of the employee's here at LSH. Trying to come up with ways to boost the morale...Well deserved!!

Bethany Odom writes...Total yes from me!

Paige Johansen Schrum...I vote ABSOLUTELY YES!!!! He does so much to keep spirits high and worked very hard on the Employee picnic! He is an asset to this hospital!

Mike Busch comments...Darrin is so deserving of this, as he pulled off the Employee Picnic with far less assistance than usual and is trying so diligently to keep EMBRACE and so many other things going in difficult times here at LSH. I think many of us feel like a phone call or visit from Darrin is a bright spot in our day, as we know he is working to help us all.

Gayle Edgerly writes...Darrin is always positive and full of energy. With all the changes in staff schedules and assignments, he was able to figure out how to make things work. He did a fantastic job with the employee picnic and awards this year!

Kris Keeler, Johnny Murray, Bethany Schoenrad, Angela Edwards, and Sandy Delp, also agree that Darrin should receive EOM for November.

Newsletter Changes!

Newsletter distribution timeline beginning January 2022:

Pharma Flash: January, April, July, October

Spectrum: February, May, August, November

Raise the Bar (IRTC and LTC combined): March, June, September, December

For any questions or if you'd like to see specific content or add an article in the Spectrum, please contact me.

Thank you for your readership and support,

Darrin

Darrin Monroe

#3803

darrin.monroe@fssa.in.gov

SPECTRUM

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Darrin MonroeInformation Specialist, Spectrum Editor
& Photographer..... ext. 3803

Brian NewellLibrarian ext. 3712

Mike BuschCommunity Engagement Dir. ext. 3612

Paula Green Scheffer ..Clerical Asst..... ext. 3634



POLICY UPDATES

The following LSH policies were reviewed/updated in **October** (All Staff are to read all changed Policies)

- **C-4 Authentication of Orders** – *No changes*
- **C-33 Home/Leave Notification** – *Clarified types of off grounds leave: (i.e., familial visitation and/or discharge placement site visits)*
- **C-42 Critical Tests/Critical Results** – *Addition in the EKG results/values section: QTc greater than 500ms*

LSH Policies referenced can be found on the LSH intranet site in PolicyStat by following these steps:

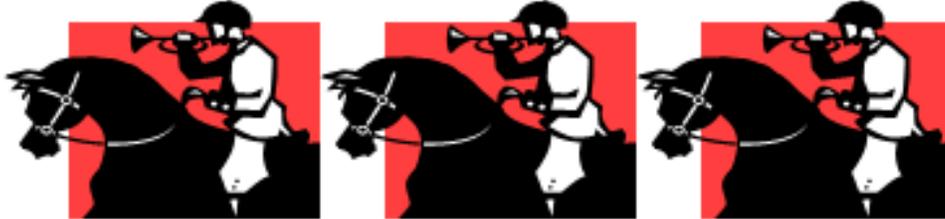
- Go to LSH intranet home page
- Click on “Hospital Policies (PolicyStat)” button-top center of home page outlined in green
- PolicyStat Username is your state email address
- Once in PolicyStat, use the search bar to find policies by number, name, or key word
- To find FSSA, DMHA, and other SPH policies, click on “change location” in the blue bar at the top of the page

Policies available on PolicyStat are the current and official policies.



Surveyors Are Coming!

Surveyors are coming!
Surveyors are coming!



The Joint Commission will arrive unannounced for a survey in early spring 2022!

The survey will include chart reviews, discussions with staff, observation of patient treatment/programs, environmental tours, and many other activities.

LSH is always “survey ready”, but as March approaches materials will be distributed to help us get “extra” ready!

For more information or if you have suggestions, contact your supervisor or Quality Management.

Thankful
for all of
our
wonderful
staff!

2021 Performance Appraisal Process

2021 Performance Appraisal Process

The performance appraisal process launches Monday, Nov. 22, 2021, and starts with the employee self-assessment.

The employee self-assessment helps you and your manager identify any training or development needs to improve performance for the next review period. It also helps your manager effectively evaluate your performance by providing relevant, objective information.

You can prepare to participate timely and effectively in the performance appraisal process by:

1. **Setting time in your schedule** to complete your self-assessment and/or draft manager assessments for staff by the below deadlines.
2. **Accessing the below training and resources** to learn the process steps and best practices.
3. **Keeping track of key actions and the timeline** by referring to the [Performance Appraisal Action Checklist & Process Support document](#).

Performance Appraisal Timeline

Nov. 22, 2021 | Performance appraisal launches

- Employees can begin submitting the self-assessment
- Managers can begin drafting the manager assessment via the Team

Overview tab (Home > Performance > Team Overview)

Dec. 12, 2021 | Employee self-assessment is due

Jan. 9, 2022 | Manager assessment is due

Training Courses

Performance & Goals: Annual Performance Appraisal

Online: Computer-based training in SAP SuccessFactors

In this training, you will review the steps of the performance appraisal

process and learn how to complete your role's responsibilities in SAP SuccessFactors.

Audience: Employees, managers (includes 2nd-level managers), HR approvers

Performance & Goals: Effective Evaluation (available the week of Nov. 15)

Online: Computer-based training in SAP SuccessFactors

In this training, you will review how to effectively evaluate performance, reduce the impact of bias, and improve future performance.

Audience: Managers

Performance & Goals: Effective Evaluation at the Performance Appraisal

Instructor-led: Live training, in-person or virtual

In this live event, you will learn more about the role and responsibilities of managers and second-level managers, how to use goal and performance calibration to improve the

effectiveness and consistency of evaluation at your agency and get tips to improve your process efficiency.

Audience: Managers; Pre-requisite: Effective Evaluation *Computer-based training in SAP SuccessFactors*

Register or self-enroll for a training course:

- [Accessing Online and Instructor-led Training Course Guide](#)

Additional Resources

For employees:

- [Performance Appraisal: Employee Self-Assessment Guide](#)

For managers:

- [Performance Appraisal Guide for Managers](#)
- [Manager Access to the Appraisal Without Self-assessment Completion](#)
- [Performance Appraisal: Using the Dashboards Guide](#)

Performance Management is a continuous process of feedback, assessment, and improvement that is enhanced with the regular use of electronic processes, tools, and resources in SAP SuccessFactors.

Mixing Vaccine Types

Mixing vaccine types

● **Completing the primary series** – For the mRNA vaccines (Pfizer and Moderna products), the CDC suggests that the primary series be completed with the same vaccine, if possible. If extenuating circumstances result in needing to complete the series with a different mRNA vaccine, the CDC recommends that the second dose be given at least 28 days after the first.

For individuals who received a first dose of an mRNA vaccine but cannot receive either mRNA vaccine (Pfizer and Moderna products) for the second dose (eg, because of contraindications), Ad26.COV2.S (Janssen product) can be given as long as there is not also a contraindication to Ad26.COV2.S (Janssen product). The CDC suggests giving Ad26.COV2.S (Janssen product) at least 28 days after the mRNA vaccine dose [38].

The Janssen product is single dose for primary series.

● **Providing booster doses** – The FDA and CDC indicate that a booster dose can be a different vaccine than the one used for the primary series (ie, a heterologous boost) [30-32,39]. The interval and indications for the booster dose depend on the vaccine given for the primary series.

Any further questions, please contact Pharmacy for more information.

Thanks,

Trisha Robbins, PharmD
Director of Pharmacy

LONGCLIFF MUSEUM: Art-n-Facts

Art-n-Facts

Horse Shows

By Jerry Kelley

(written December 2020)

During the 1950s and 1960s, area saddle and bridle clubs presented horse shows on the hospital grounds. The purpose was to provide entertainment and general knowledge about the care and training of horses, and to display the various forms of competition in a horse show.

The show was held on a Sunday. The show arena was set up in the field east of Cherry Lane or east of the solid-stone fence on your right as you drive on grounds from Highway 25. The arena was roped-off with spectators standing or sitting outside of the show-line. A

grandstand was assembled and a PA system was set up for the master of ceremony. The MC or announcer was George Shanks, a local businessman and auctioneer, who was in charge of planning and organizing the event along with hospital administrators. There also was a music stand for the hospital's patient band. The band was comprised of several patent musicians directed by the music therapy director, William Morrow. After playing the National Anthem, the band played a variety of Western tunes and then spiced up the action events with the "Sabre Dance" or the "William Tell Overture."

One of the more elegant events was the pleasure-ride. The rider and horse circled the arena in equal numbers of laps, starting with walking, followed by trotting,



followed by cantering. This sequence was then repeated by going the opposite direction. The horse was judged on manners, movement, and beauty. Other contests included barrel races, relay races, and flag races. These were judged on time limits—fastest wins.

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These events were attended by more than 500 spectators. This included a large number of patients, staff members, employees and their families and the general public. There was a halter line about 30-40 feet long with 8-10 quiet horses tethered to the line. Patients could visit and/or pet the horse and ask the cowboy or cowgirl about his or her horse, what to feed a horse, how to check a horse's hooves, etc.

They also learned the purpose of western boots, chaps, gloves, hats, belts and buckles. One lady remarked she was surprised how soft a horse's nose was. At special events, the hospital often provided an abundance of refreshments. This included drinks, snow-cones, hot dogs, popcorn, and cotton candy. -BOY DO I MISS THE OLD DAYS!

For all you cowboys and cowgirls, try to match the following horses with their famous B-Western and TV stars.

many special events that took place on the hospital grounds.

Thanks to Marge and Jim Foster—much of this information was gleaned from their memory. Now saddle up Old Paint, pull up your boots, hitch up your chaps, buckle up your belt and put on your hat and ride to the Longcliff Museum to learn more about the banks. Also, thanks to an attendant on Brown Unit in the 1960s, whose name I can't recall.



Famous Horses	Famous Stars
Champion	Roy Rogers
Loco/Conquistador	Tonto
Silver	Annie Oakley
Topper	Wilbur Post
Ring Eye	Cisco Kid
Buttermilk	Abraham Lincoln
Scout	Tex Ritter
Thunder	Red Ryder
Diablo	Pancho
White Flash	The Lone Ranger
Mister Ed	Dale Evans
Target	Smiley Burnette
Trigger	Hop-a-long Cassidy
Old Bob	Gene Autry

- Pancho; Loco/Conquistador
- Cisco Kid; Diablo
- Wilbur Post; Mr. Ed
- Annie Oakley; Target
- Red Ryder; Thunder
- Tex Ritter; White Flash
- Abraham Lincoln; Old Bob
- Tonto; Scout
- The Lone Ranger; Silver
- Tom Mix; Tony
- Dale Evans; Buttermilk
- Smiley Burnette; Ring Eye
- Hop-a-long Cassidy; Topper
- Roy Rogers-Trigger
- Gene Autry-Champion

Answers:

October Changes at LSH!

Changes

Erik Minks to
Maintenance Repair
Supervisor



New Hires

Kevin Martin,
Brian Risher,
Devin Small,
Michelle Brewer,
Blake Forker,
Maggie Hipsher,
Micheal Holloway,
Moriah Mercer,
Andrew White,

WE SALUTE YOU!



LSH



HONORS ITS MILITARY STAFF

Honored Logansport State Hospital Military Staff

Bob Boxell - United States Marines

Brett Camp - United States Navy

Edward Campbell - United States Army

Jody Campbell - United States Navy

Mike Cogswell - United States Navy

Jeffery Day - United States Army

Ricky Gibbs - United States Army

Jeffrey Gipson Sr. - United States Army

Mark Gordon - United States Army

Kimberly Hatcher - United States Air Force

Jason Henry - United States Army

Krag Johnson - United States Air Force

Teresa Martin - United States Army

**Christopher (Sean) Moore - United States Army
National Guard**

**Tim Penn - United State Navy / Army National
Guard**

Patrick (Todd) Phillips - United States Navy

John Russell - United States Air Force

Vanessa Shaver - United States Air Force

Brett Smith - United States National Guards

Dr. John Stewart - United States Navy

Jay Stratton - United States Air Force

Mark Ward - United States Army

Cheryl Young - United States Army

Paul Zimdahl - United States Air Force

HOMEMADE CANDY CANES

<https://www.justapinch.com/recipes/dessert/candy/homemade-candy-canes.html>

Course: Candy | Cuisine: American

Ingredients:

- ① 2 cups sugar
- ① 1/2 cup light corn syrup
- ① 1/2 cup water
- ① 1/4 tsp. cream of tartar
- ① 1 tsp. peppermint extract
- ① 1 tsp. red food coloring



How To Make Homemade Candy Canes

1. In heavy-bottomed large saucepan or small pot, combine first 4 ingredients and stir until sugar dissolves. Cook, without stirring to hard-ball stage. (265 degrees.)
2. Remove from heat and add peppermint extract. Divide into 2 portions and add coloring to one part. Pour out onto buttered cookie sheets. (Pour half onto one sheet, then add coloring to the rest and then pour onto second sheet.) when it's cool enough to handle, start pulling
- each part separately. (Best done with 2 people, but if doing alone, go back and forth pulling each.)
3. When you feel like you just can't pull anymore, form into ropes and twist them together. Cut into 8" lengths, form into the shape of candy canes, and place on lightly buttered platter til fully hardened.

SERVES
Makes about 10

PREP TIME
5 Min

WHO AM I?

Can you guess who is behind the Smiley face pictured below? If you can, call Darrin Monroe at #3803 or e-mail Darrin at darrin.monroe@fssa.in.gov by January 29, 2022.

Employees with correct answers will have their name put into a drawing, sponsored by the **EMBRACE** Committee, for a chance to win a free five-dollar gift certificate.



Congratulations to Sonja Stout for guessing Ron Rivard pictured as the Who Am I? in the last Spectrum.



Ron Rivard holding up his years of Service pin.

If you have a picture of an employee and would love to have a little fun with it call Darrin Monroe at #3803 or email Darrin at darrin.monroe@fssa.in.gov